

OCA 4071-88

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22 December 1988

MEMORANDUM FOR:   
Office of Congressional Affairs

FROM:   
Hispanic Employment Program Manager, EEO

SUBJECT: Hispanic Participation in Student Programs, Other Reports

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1. Attached is the summary of Hispanic participation in the student programs that I promised the other day. Also attached is the report for FY 88 prepared by Bob Fitzgerald before leaving our office as well as the Quarterly Report for my program (August/October 1988). Hope this proves useful as you meet with individuals in Congress, this Agency, etc.

2. I thoroughly enjoyed our conversation the other day. Let me know if I can be of assistance on any of the topics we discussed.

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Attachment(s)  
As Stated

December, 1988

Hispanic Participation in Agency Student Programs

An Update

The following offers an update of Hispanic participation in the various Agency student programs, including the Minority Undergraduate Program, the Undergraduate Scholar Program and the Co-operative Education Program.

I. The Minority Undergraduate (Summer Intern) Program

- a) In FY 87 there were 16 students in this program, none were Hispanic.
- b) In FY 88, a total of 45 students participated; 6 (or 13%) were Hispanic.
- c) Figures for the Summer '89 program are not yet available.

II. The Undergraduate (Stokes) Scholar Program

- a) In FY 87 (first year of the program), 6.9% of all applicants were Hispanic. A total of 11 students were selected, 1 (9%) is Hispanic.

Student:   
Sponsoring office: OTS.

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- b) In FY 88, 19% of all applicants were Hispanic. Of the 18 students selected, 5 (27%) are Hispanic.

| <u>Name</u>  | <u>Office</u> | <u>College</u> | <u>Major</u> | <u>Home State</u> |
|--|---------------|----------------|--------------|-------------------|
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The deadline for applying to the 1989 program is 24 February, 1988.

-2-

### III. The Co-operative Education Student Program

This is by far the largest of the student programs with 307 students currently participating. The minority breakdown is as follows:

|    |                   |
|----|-------------------|
| 29 | - Black           |
| 5  | - Asian Pacific   |
| 1  | - Native American |
| 1  | - Hispanic        |

Total in program as of Oct. 88 - 307

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Hispanic Employment Program

Quarterly Report

(Aug. - <sup>Oct.</sup> Sept. 1988)

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I. Hispanic Heritage Week Activities, September 1988

Several activities were carried out to commemorate his yearly event.

A. A planned speech by Congressman Bill Richardson was cancelled by his office; however, we were able to proceed with our program when Dr. Rita Rodriguez, Director, Export Import Bank, accepted our invitation to address a Hqtrs. auditorium audience on 14 September. The speaker, D/EEO and HEPM met with the DDCI in his office prior to the speech delivery, and the DDCI also introduced our speaker to the audience.

The speech dealing with the contributions Hispanic women have made to society as well as the challenges facing this group and the Hispanic community in general, received accolades from those present. Worthy of mention is a letter sent in by an Agency Hispanic female participant who praised the message as "inspiring" and requested a video tape of the speech which she subsequently showed to a group of colleagues in her home office. The speech was substantive, timely, well delivered and well received.

B. A second portion of our activities included a month-long art show in the Hqtrs. exhibit hall featuring three artists from the Southwest: Presciliano Romero, Bill Rakocy and Manuel Acosta. The show has been widely praised by viewers who commented on the superb artistic abilities of the artists as well as the historical interest of the subject matter which in one case included a recreation of Spanish missions throughout Texas.

C. The third part of our celebration revolved around a series of special menus featured in the Hqtrs. auditorium. Typical foods were served throughout the week beginning with the well-known tacos to the more exotic "arroz con poyo."

II. Hispanic Advisory Board Launched

The initial meeting of the Agency's Hispanic Advisory Board was held on 28 July, 1988 in Headquarters. Robert Fitzgerald, EEO Director, joined [ ] the Hispanic Employment Program Manager, in welcoming a group of 18 board members selected by their components following their positive response to a questionnaire canvassing their interest in this organization. Components in all four directorates are represented in this group whose goal

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-2-

it is to be a sounding board for issues of concern to the community, provide the HEPM with assistance in recruiting efforts and in delivering special programs and, in general, carry out those activities which members determine will further the wishes and aspirations of the Hispanic community, both inside and outside the Agency.

[redacted] of the IC Staff, has been named point of contact to gather and compile data on recommendations for an agenda for the next meeting of the Board, currently scheduled for November.

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### III. Recruiting.

Two major trips were undertaken during this quarter, to schools in New Mexico, Texas, and Florida.

#### A. New Mexico/Texas, September 1988

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A major effort to recruit in the Hispanic community began with a week-long trip which saw a group of 8 Agency representatives visiting 4 universities in New Mexico and Texas. The Agency group was comprised of Bob Fitzgerald, D/EEO, [redacted] EEO/HEPM, [redacted] Chief Arms Control Staff, [redacted] DO, [redacted] and [redacted] DO/CT and [redacted] DI/ALA, and [redacted] S&T/OTS.

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Between 200-300 students came by our booth at the University of New Mexico, Albuquerque on Monday, September 26. Several agency reps managed a very busy booth while several others interviewed students who had signed up beforehand in the Placement Center.

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The Career Day activities were abruptly interrupted when a group of about 30 students protesting Agency presence on campus "crashed" the event bringing to an end the entire career fair. Chanting "Hey, hey, CIA, how many people did you kill today?", the protesters (not all university students) marched into the booth area, dismantling our display and taking away our literature. This finalized a day long of activities which had started early in the morning with a rally outside the career fair activity area. Plans to return to this university on Thursday and Friday to attend the Hispanic Engineers Organization Career Fair were scrubbed in view of the university's inability to prevent further hostilities against the Agency. Nevertheless, a room as booked at a nearby hotel and students who had signed up for interviews on Thursday and Friday were able to do so. Very few of these students were the minority candidates we had set out to reach at this university.

Congressman Richardson, D/New Mexico and member of HPSCI has been briefed on the events of this week.

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-3-

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[REDACTED]

The remainder of the week proved a total success with about 300 students visiting the Agency booth at New Mexico State University, side meetings with key university personnel as well as three full interview schedules attended to throughout the visit.

Likewise, the day spent at the University of Texas at El Paso proved relatively uneventful with scores of candidates visiting our booth and literature handed out to well qualified potential candidates.

It should be noted that Steven Salway, placement director at New Mexico State University (NMSU), continues his outstanding support of the Agency and its EEO effort. To date, more than 20 completed PHS application forms from well qualified Hispanic students, majoring in relevant (to Agency) fields, such as Engineering, have been received by the HEPM..

#### B. Florida, 16 - 20 October, 1988

With the goal of reaching and recruiting within the Cuban American community in Florida, EEO's Deputy Director and Hispanic Employment Manager led a group of key individuals from across the directorates as well as the D/OP in a sweep through 4 universities in Florida, 16 - 20 Oct.: University of Miami, Florida International, University of Florida and Florida State. Scores of meetings and overviews were held with placement officers, department chairmen, deans, and other central figures at the universities. [REDACTED] DI, [REDACTED] DS&T, [REDACTED] and the other OP personnel present indicated interest was very high at all the universities in the overall theme of our presentations which stressed career opportunities as well as the EEO/OP managed student programs. The week culminated with attendance of Government Career Day at Florida State where approximately 200 students visited our booth, several resumes were collected, while other strong candidates were encouraged to submit their resumes to [REDACTED]. A resume of an outstanding candidate majoring in Japanese and Mandarin Chinese has been received and forward to the CT Div., FBIS and several offices in the Agency. A PHS is being sent with instructions to return to Agency ASAP.

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Our report of activities and accomplishments during this trip will be provided to the Office of Congressional Affairs for possible briefing of Congressman Richardson who has in the recent past shown interest in our recruiting efforts of Hispanics, not only in his district (New Mexico), but also in the Florida area.

#### IV. Upcoming Events

A. The HEPM is planning to attend the American Indian Science & Engineering (AISES) Tenth Annual National Conference on 10 - 13 November in Dallas, Texas. The theme of the conference is "Taking tradition to tomorrow" and will be a good opportunity for the Agency to gain entrance, at least partially, into this very difficult to penetrate, culture and

CONFIDENTIAL

-4-

candidate pool.

B. We will attend the Second Annual Eastern Technical & Career Conference organized by SHPE (Society of Hispanic Professional Engineers) to be held in Washington, D. C., Nov. 17 - 19, 1988.

C. HEPM plans to attend the Third Annual Rio Grande Corridor High Technology Minority Job Fair, February 3 - 4, 89, in Albuquerque, N.M. This fair attracts over 500 minority Junior and Senior college students - Hispanic, Native American, Black and women, majoring in the fields of Engineering, Math, Computer Science, and Physical Science, Technical Communications and Business from 7 universities in the Rio Grande Research Corridor.



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Hispanic Employment Program Mgr.

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